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› May 2018



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# Employee Earnings and Hours, Australia

Includes earnings and hours statistics for characteristics such as industry, occupation, sex, age, full-time/part-time, and method of setting pay

Reference period May 2018

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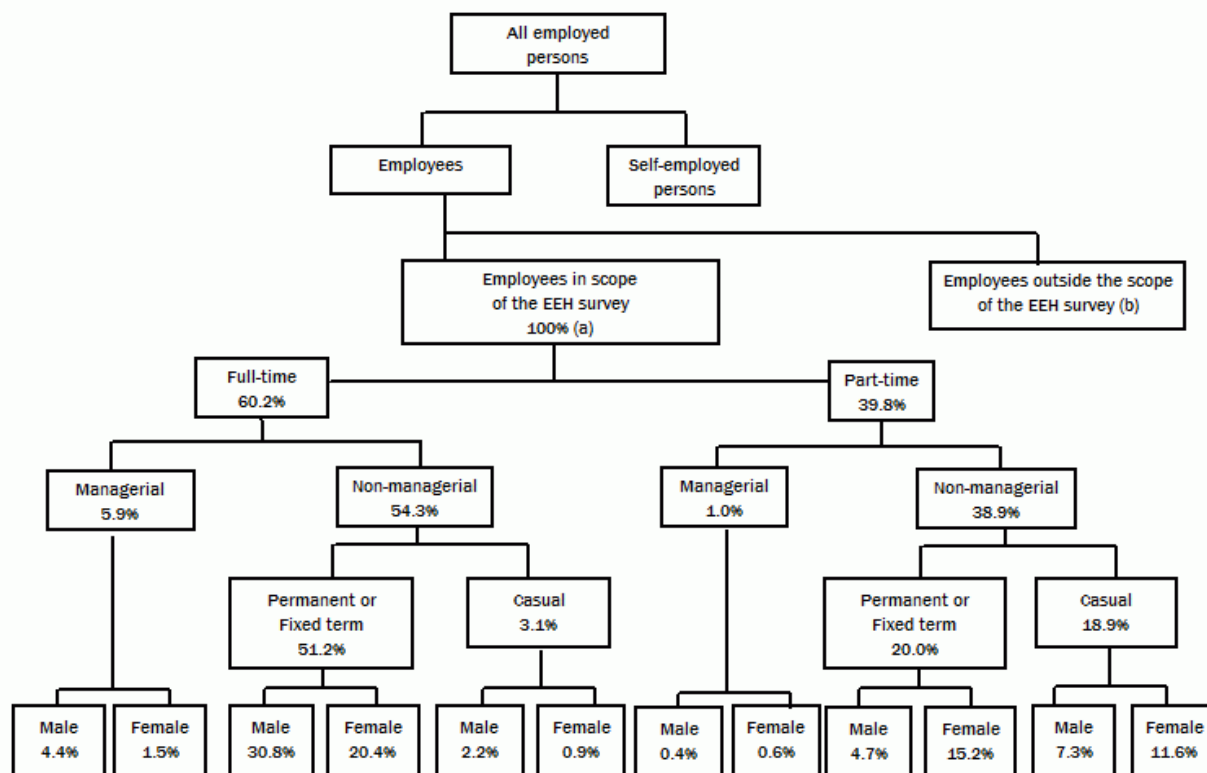
## Key statistics

- Median weekly earnings were \$1,110 for all employees, \$1,463 for full-time employees and \$577 for part-time employees.
- Individual arrangements was the most common method of setting pay (41.1%), followed by collective agreements (37.9%) and award only (21.0%).

## All employees

### Key results by category

The diagram below shows for employees in scope of the May 2018 Survey of Employee Earnings and Hours, the proportion of employees by category of employee.



a. Proportions are based on unrounded estimates. Components may sum to more than 100%

b. See paragraphs 6 and 7 of the Explanatory notes in the Methodology.

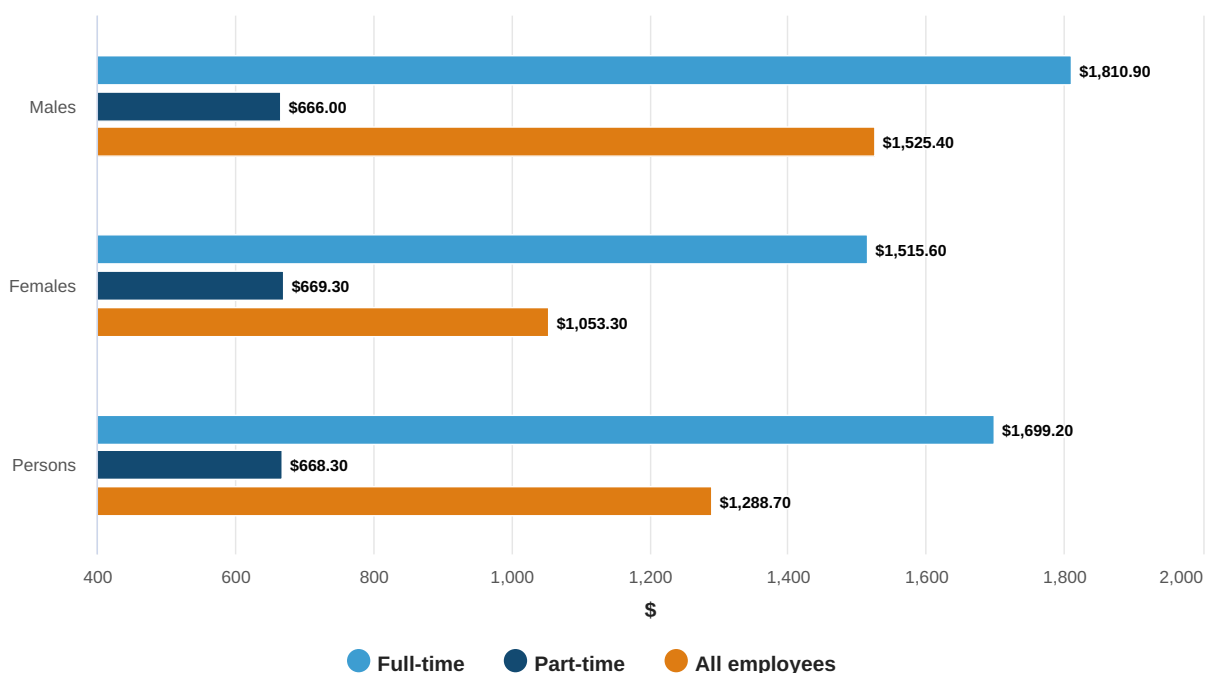
In May 2018 there were 10,647,200 employees, of whom 49.9% were male and 50.1% were female. Average weekly total cash earnings was \$1,288.70 for all employees, \$1,525.40 for male employees and \$1,053.30 for female employees. The average age of all employees was 39.8 years.

Full-time employees made up 60.2% of all employees, had average weekly total cash earnings of \$1,699.20 and had an average age of 41.0 years. Part-time employees accounted for 39.8% of all employees, had average weekly total cash earnings of \$668.30 and had an average age of 38.1 years.

Male employees were predominantly full-time (75.1% of male employees). Full-time males had average weekly total cash earnings of \$1,810.90 and an average age of 41.1 years. Part-time male employees had average weekly total cash earnings of \$666.00 and were, on average, younger than full-time males with an average age of 36.1 years.

More female employees were employed part-time (54.6%) than full-time (45.4%). Average weekly total cash earnings was \$1,515.60 for full-time females and \$669.30 for part-time females. There was a smaller gap in the average ages of full-time females (40.8 years) and part-time females (39.0 years) than their male counterparts.

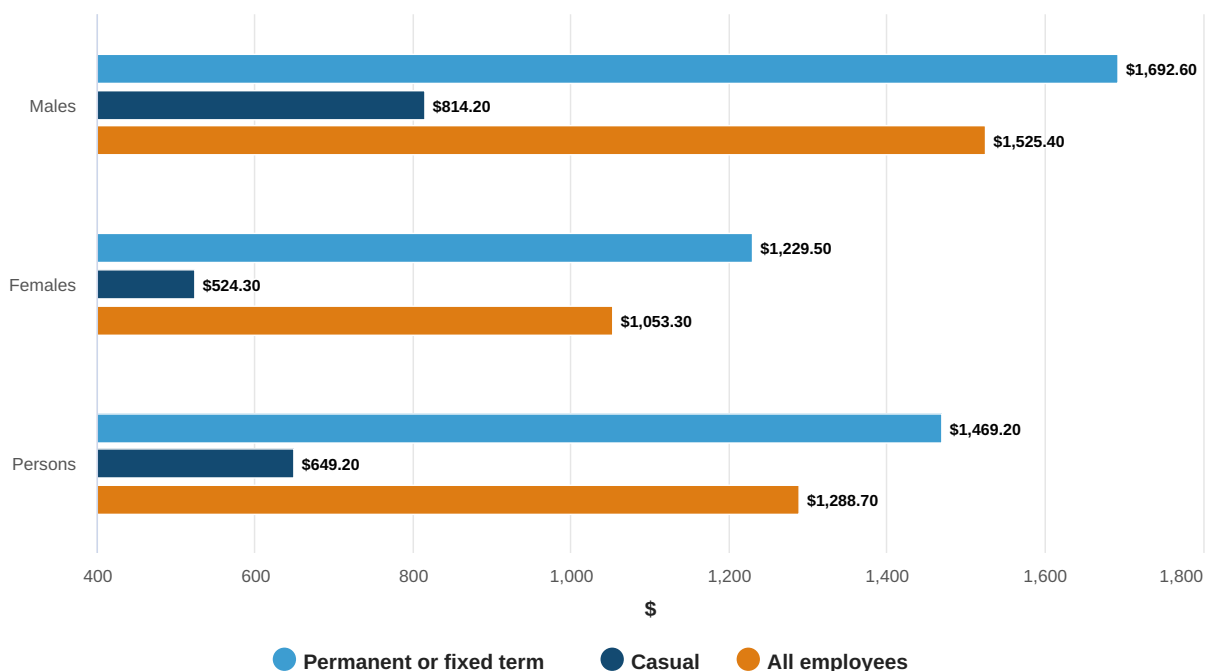
### Average weekly total cash earnings, employment status, May 2018



The majority of employees (78.0%) were employed on a permanent or fixed term basis. In May 2018, these employees had average weekly total cash earnings of \$1,469.20. Average weekly total cash earnings was \$1,692.60 for males employed on a permanent or fixed term basis and \$1,229.50 for female permanent or fixed term employees.

Casual employees accounted for 22.0% of employees and had average weekly total cash earnings of \$649.20. Male casual employees had average weekly total cash earnings of \$814.20 and represent 19.0% of total male employees. Male casual employees had an average age of 34.2 years, younger than the average age of female casual employees (35.0 years). Female casual employees had average weekly total cash earnings of \$524.30 and represent 25.0% of total female employees.

## Average weekly total cash earnings, employment type, May 2018



The majority of employees were aged 35 years and over (60.2%). Employees aged 20 years and under comprised 6.9% of all employees. Average weekly total cash earnings were highest for employees aged 45 to 54 years of age (\$1,544.20) and were lowest for employees aged 20 years and under (\$383.70).

## All employees, average weekly total cash earnings, number of employees - age category, May 2018

|                    | AVERAGE WEEKLY TOTAL CASH EARNINGS<br>(\$) | NUMBER OF EMPLOYEES<br>('000) |
|--------------------|--|-------------------------------|
| 20 years and under | 383.70                                     | 737.8                         |
| 21 to 34 years     | 1 127.60                                   | 3 496.6                       |
| 35 to 44 years     | 1 503.70                                   | 2 320.9                       |
| 45 to 54 years     | 1 544.20                                   | 2 255.2                       |
| 55 years and over  | 1 373.40                                   | 1 836.6                       |
| All ages           | 1 288.70                                   | 10 647.2                      |

## Occupation

Among major occupation groups, Managers had both the highest average weekly total cash earnings (\$2,424.50) and the highest average age (45.9 years). Sales workers had the lowest average weekly total cash earnings (\$735.90) and average age (33.7 years). Managers comprised 7.1% of all employees and Sales workers comprised 11.7% of all employees.

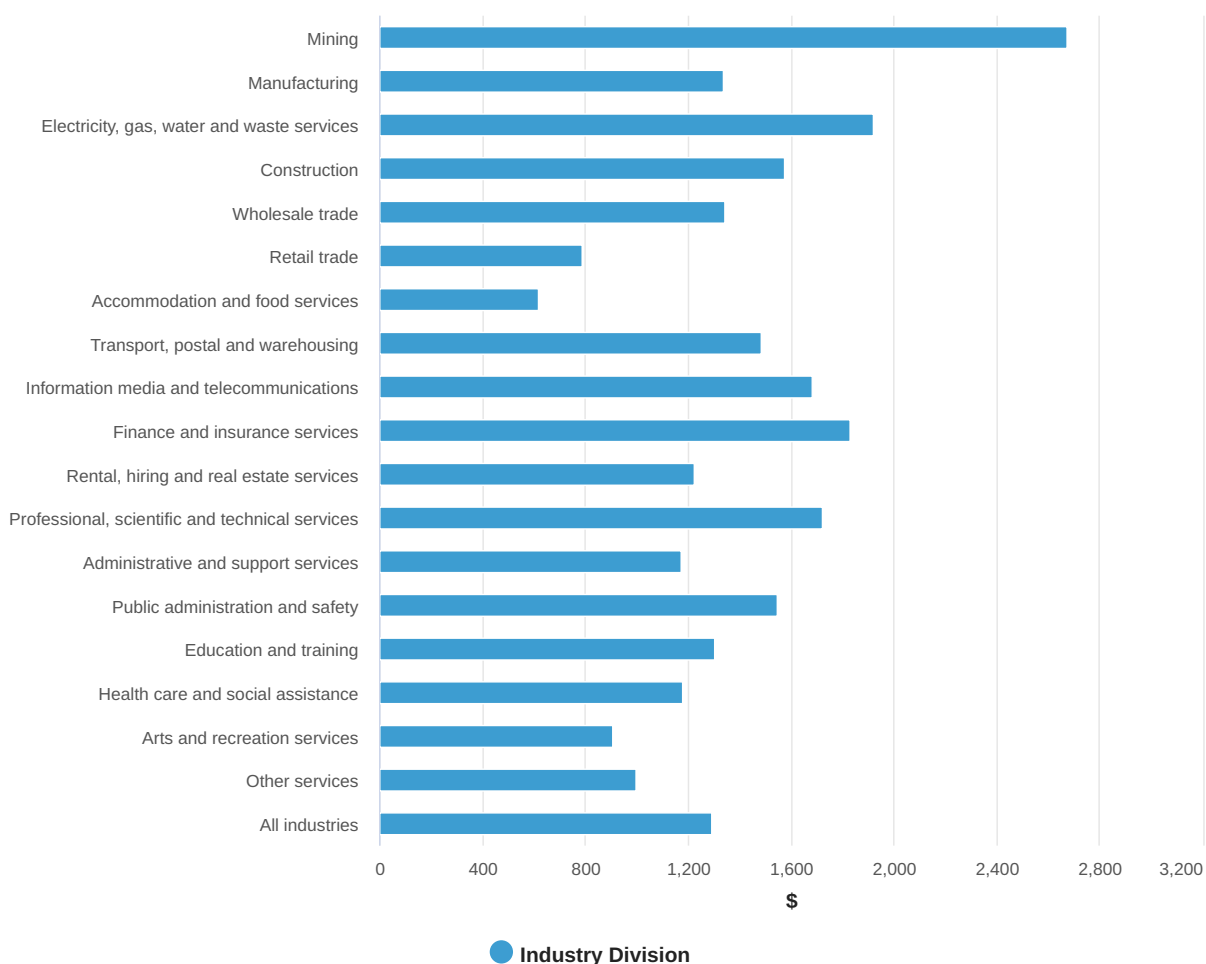
The largest proportion of employees were Professionals (22.0%) who received average weekly total cash earnings of \$1,751.40 and had an average age of 41.9 years. The smallest proportion of employees were Machinery operators and drivers (6.6%) who received average weekly total cash earnings of \$1,355.10 and had an average age of 42.8 years.

## **Industry**

Average weekly total cash earnings was highest for employees in the Mining industry (\$2,674.80), who represented 1.6% of all employees and had an average age of 41.7 years. The lowest average weekly total cash earnings was for employees in the Accommodation and food services industry (\$616.20), who represented 7.5% of employees and had the lowest average age of all industries (30.1 years).

The largest proportion of employees were in the Health care and social assistance industry (13.8%), who received average weekly total cash earnings of \$1,176.50 and had an average age of 42.6 years. Employees in the Public administration and safety industry had the highest average age (44.5 years).

## Average weekly total cash earnings, industry, May 2018



## States and territories

The average weekly total cash earnings of all employees was highest in the Australian Capital Territory (\$1,517.20). The average weekly total cash earnings of all employees was lowest in Tasmania (\$1,092.30) and South Australia (\$1,153.40).

## Sector

Average weekly total cash earnings for all employees was higher in the public sector

(\$1,552.80) than in the private sector (\$1,227.10). Private sector employees comprised 81.1% of all employees and public sector employees comprised 18.9% of all employees. The average age of public sector employees was 44.6 years, older than that of their private sector counterparts (38.7 years).

### **Method of setting pay**

Employees on Award or Collective agreement accounted for 58.9% of all employees in May 2018. Employees paid by Individual arrangement accounted for 37.3% of all employees with the remaining 3.8% of employees being Owner managers of incorporated enterprises.

### **Employer size**

Businesses with under 20 employees employed 22.3% of all employees excluding Owner managers of incorporated enterprises and 40.9% of employees paid at the apprentice or trainee rate. Average weekly total cash earnings for all rates of pay was lowest in businesses with under 20 employees (\$917.30) and highest in businesses with 100 to 999 employees (\$1,440.40).

### **Distribution of earnings for all employees**

#### **Weekly total cash earnings, employment status**

Median weekly total cash earnings was \$1,500.00 for all full-time employees paid at the adult rate, and \$1,463.00 for all full-time employees. The lowest paid 10% of all full-time employees paid at the adult rate received weekly total cash earnings of \$925.00 or less, and the highest paid 10% received \$2,771.00 or more.

The inter quartile range (i.e. the middle 50%) of weekly total cash earnings for all full-time employees paid the adult rate was from \$1,125.00 to \$2,068.00, or for all full-time employees was from \$1,093.00 to \$2,044.00.

Median weekly total cash earnings for all part-time employees was \$577.00. One in 10 part-time employees received weekly total cash earnings of \$138.00 or less, and one in 10 part-time employees received \$1,244.00 or more.

#### **All employees, distribution of weekly total cash earnings - employment status, May 2018**

|   | FULL-TIME<br>EMPLOYEES           | FULL-TIME<br>EMPLOYEES | PART-TIME<br>EMPLOYEES | ALL<br>EMPLOYEES |
|---|----------------------------------|------------------------|------------------------|------------------|
|   | Paid at the adult<br>rate of pay | Total                  | Total                  | Total            |
| <b>ESTIMATE</b>                               |                                  |                        |                        |                  |
| <b>WEEKLY TOTAL CASH EARNINGS \$(a)</b>       |                                  |                        |                        |                  |
| Deciles and quartiles                         |                                  |                        |                        |                  |
| 10th Percentile                               | 925.00                           | 890.00                 | 138.00                 | 312.00           |
| 20th Percentile                               | 1 057.00                         | 1 028.00               | 255.00                 | 560.00           |
| 25th Percentile (1st<br>quartile)             | 1 125.00                         | 1 093.00               | 314.00                 | 682.00           |
| 30th Percentile                               | 1 190.00                         | 1 155.00               | 369.00                 | 781.00           |
| 40th Percentile                               | 1 332.00                         | 1 305.00               | 474.00                 | 954.00           |
| 50th Percentile<br>(median) (2nd<br>quartile) | 1 500.00                         | 1 463.00               | 577.00                 | 1 110.00         |
| 60th Percentile                               | 1 696.00                         | 1 661.00               | 694.00                 | 1 296.00         |
| 70th Percentile                               | 1 924.00                         | 1 916.00               | 808.00                 | 1 538.00         |
| 75th Percentile (3rd<br>quartile)             | 2 068.00                         | 2 044.00               | 880.00                 | 1 686.00         |
| 80th Percentile                               | 2 217.00                         | 2 203.00               | 969.00                 | 1 875.00         |
| 90th Percentile                               | 2 771.00                         | 2 739.00               | 1 244.00               | 2 367.00         |
| Average weekly total<br>cash earnings         | 1 730.60                         | 1 699.20               | 668.30                 | 1 288.70         |
| <b>STANDARD ERROR</b>                         |                                  |                        |                        |                  |
| <b>WEEKLY TOTAL CASH EARNINGS (\$)</b>        |                                  |                        |                        |                  |
| Deciles and quartiles                         |                                  |                        |                        |                  |
| 10th Percentile                               | 6.00                             | 6.10                   | 4.40                   | 8.40             |
| 20th Percentile                               | 3.10                             | 6.50                   | 7.10                   | 8.80             |
| 25th Percentile (1st<br>quartile)             | 6.10                             | 7.20                   | 7.60                   | 10.60            |
| 30th Percentile                               | 7.70                             | 5.60                   | 7.40                   | 8.80             |
| 40th Percentile                               | 7.80                             | 6.90                   | 7.50                   | 6.60             |
| 50th Percentile<br>(median) (2nd<br>quartile) | 9.30                             | 11.60                  | 8.40                   | 9.40             |
| 60th Percentile                               | 12.10                            | 13.90                  | 7.90                   | 9.10             |
| 70th Percentile                               | 9.80                             | 7.80                   | 8.10                   | 8.30             |
| 75th Percentile (3rd<br>quartile)             | 11.80                            | 13.40                  | 8.40                   | 14.50            |
| 80th Percentile                               | 12.10                            | 10.00                  | 9.80                   | 14.00            |
| 90th Percentile                               | 24.00                            | 25.90                  | 13.90                  | 20.00            |
| Average weekly total<br>cash earnings         | 9.60                             | 9.70                   | 7.20                   | 9.10             |



a. Percentiles are based on whole dollars only.

## **Non-managerial employees**

Data on hours paid for is available for all employees in the non-managerial population. This enables analysis and comparisons of hours paid for and hourly earnings across classifications of interest, with the effect of managerial earnings and hours removed. For example, average weekly total cash earnings may be identical for two categories of employees, however employees in one category may be paid for fewer hours per week and receive higher average hourly earnings.

### **Key results by category**

In May 2018, non-managerial employees received average weekly total cash earnings of \$1,227.30. They were paid for an average 31.4 hours per week at an average hourly total cash earnings rate of \$39.10.

Permanent full-time non-managerial employees were paid for an average 39.3 hours per week at an average hourly total cash earnings rate of \$41.70 and received \$1,638.50 average weekly total cash earnings. These employees comprised 54.9% of all non-managerial employees.

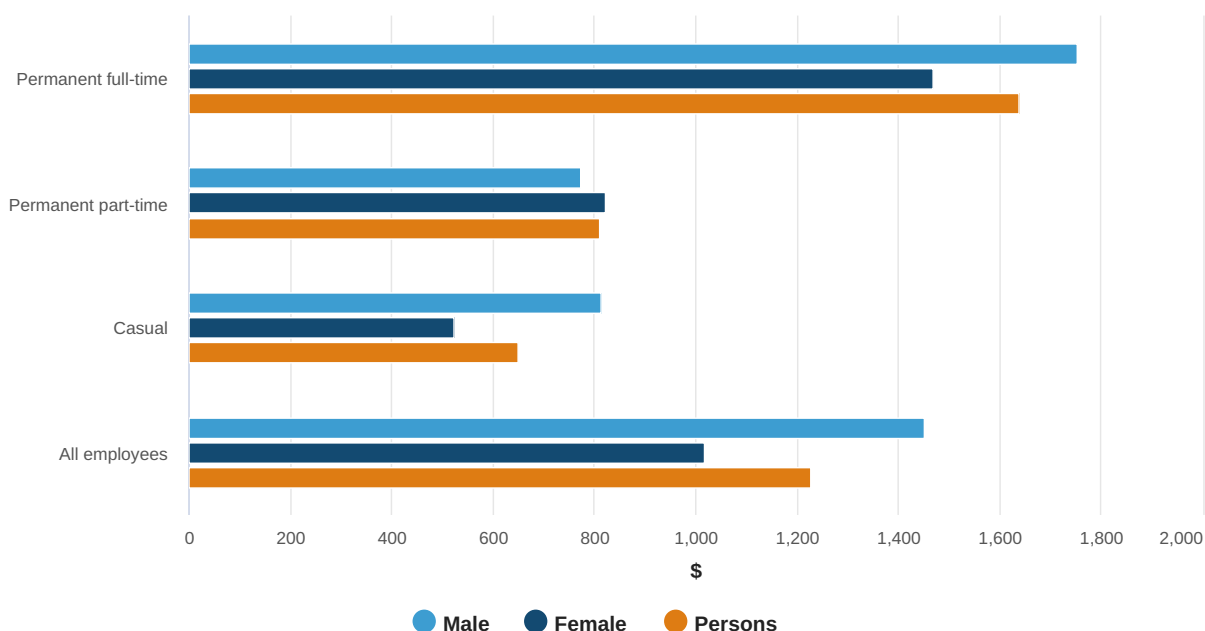
Permanent part-time non-managerial employees comprised 21.4% of all non-managerial employees. They were paid for an average of 23.7 total hours per week at an average hourly total cash earnings rate of \$34.20, resulting in average weekly total cash earnings of \$810.90.

Casual non-managerial employees comprised 23.6% of all non-managerial employees. These employees were paid for an average of 19.9 total hours per week at an average hourly total cash earnings rate of \$32.60 to receive average weekly total cash earnings of \$649.00.

Permanent full-time males represented 33.1% of all non-managerial employees. They were paid for an average of 40.1 total hours per week at an hourly cash rate of \$43.60 to receive average weekly total cash earnings of \$1,751.50.

Permanent full-time females represented 21.9% of all non-managerial employees. These employees were paid for an average of 38.0 total hours per week at an hourly cash rate of \$38.60 to receive \$1,467.60 average weekly total cash earnings.

## Average weekly total cash earnings, combined employment type and status



In this graph "permanent" includes both permanent and fixed term employees.

## Occupation

Managers had the highest average hourly total cash earnings (\$60.40), followed by Professionals (\$54.00), of all non-managerial employees. Managers were, on average, paid for more total hours per week than Professionals (37.0 hours and 32.1 hours respectively). Managers received average weekly total cash earnings of \$2,235.10 compared to \$1,730.50 for Professionals. For more information on how the ABS categorises managers as managerial or non-managerial, please refer to Methodology paragraphs 29 and 30.

Sales workers had the lowest average hourly total cash earnings (\$28.50) and were paid for an average of 25.6 total hours per week. As a result they also received the lowest average weekly total cash earnings (\$729.40) of all occupation groups.

Labourers had the second lowest average hourly total cash earnings (\$29.50) and were paid

for an average of 29.6 total hours per week. They received higher average weekly total cash earnings (\$873.30) than Community and personal services workers (\$815.50), who received higher average hourly total cash earnings (\$32.00) but were paid for the lowest average total hours of all occupation groups (25.5 hours).

### Non-managerial employees, average weekly total hours paid for, average hourly total cash earnings and average weekly total cash earnings - occupation, May 2018

|  | AVERAGE WEEKLY<br>TOTAL HOURS PAID<br>FOR (hours) | AVERAGE HOURLY<br>TOTAL CASH<br>EARNINGS (\$) | AVERAGE WEEKLY<br>TOTAL CASH<br>EARNINGS (\$) |
|--|---|---|---|
| <b>ESTIMATE</b>                        |   |   |   |
| Managers                               | 37.0  | 60.40   | 2 235.10                                      |
| Professionals                          | 32.1  | 54.00   | 1 730.50                                      |
| Technicians and trades workers         | 37.7  | 38.00   | 1 432.60                                      |
| Community and personal service workers | 25.5  | 32.00   | 815.50  |
| Clerical and administrative workers    | 32.0  | 34.00   | 1 086.90                                      |
| Sales workers                          | 25.6  | 28.50   | 729.40  |
| Machinery operators and drivers        | 38.8  | 35.00   | 1 360.70                                      |
| Labourers                              | 29.6  | 29.50   | 873.30  |
| All occupations                        | 31.4  | 39.10   | 1 227.30                                      |
| <b>STANDARD ERROR</b>                  |   |   |   |
| Managers                               | 0.2   | 0.90  | 33.90   |
| Professionals                          | 0.2   | 0.40  | 17.20   |
| Technicians and trades workers         | 0.3   | 0.60  | 26.40   |
| Community and personal service workers | 0.4   | 0.30  | 13.40   |
| Clerical and administrative workers    | 0.2   | 0.20  | 10.00   |
| Sales workers                          | 0.3   | 0.30  | 13.10   |
| Machinery operators and drivers        | 0.4   | 0.50  | 29.00   |
| Labourers                              | 0.5   | 0.50  | 26.00   |
| All occupations                        | 0.1   | 0.20  | 9.30  |

## Industry

For all non-managerial employees, those in the Mining industry had the highest average hourly total cash earnings (\$60.60) and average weekly total hours paid for (43.5 hours), resulting in the highest average weekly total cash earnings (\$2,635.90).

Non-managerial employees in the Accommodation and food services industry had the lowest average hourly total cash earnings (\$25.90) and average weekly total hours paid for

(22.6 hours), resulting in the lowest average weekly total cash earnings (\$584.70).

**Non-managerial employees, average weekly total hours paid for, average hourly total cash earnings and average weekly total cash earnings - industry, May 2018**

|  | AVERAGE WEEKLY<br>TOTAL HOURS PAID<br>FOR (hours) | AVERAGE HOURLY<br>TOTAL CASH<br>EARNINGS (\$) | AVERAGE WEEKLY<br>TOTAL CASH<br>EARNINGS (\$) |
|--|---|---|---|
| <b>ESTIMATE</b>                                    |   |   |   |
| Mining   | 43.5  | 60.60   | 2 635.90                                      |
| Manufacturing                                      | 36.5  | 35.10   | 1 280.90                                      |
| Electricity, gas, water and<br>waste services      | 38.6  | 48.80   | 1 885.90                                      |
| Construction                                       | 39.1  | 40.00   | 1 560.90                                      |
| Wholesale trade                                    | 35.7  | 35.80   | 1 279.50                                      |
| Retail trade                                       | 27.0  | 28.40   | 765.80  |
| Accommodation and food<br>services                 | 22.6  | 25.90   | 584.70  |
| Transport, postal and<br>warehousing               | 37.3  | 37.70   | 1 406.10                                      |
| Information media and<br>telecommunications        | 34.2  | 47.00   | 1 607.50                                      |
| Finance and insurance<br>services                  | 34.8  | 48.10   | 1 673.80                                      |
| Rental, hiring and real<br>estate services         | 32.5  | 34.40   | 1 117.00                                      |
| Professional, scientific and<br>technical services | 34.7  | 46.10   | 1 600.40                                      |
| Administrative and support<br>services             | 31.6  | 36.40   | 1 150.10                                      |
| Public administration and<br>safety                | 34.0  | 44.20   | 1 500.50                                      |
| Education and training                             | 27.3  | 45.40   | 1 241.80                                      |
| Health care and social<br>assistance               | 28.2  | 40.50   | 1 139.00                                      |
| Arts and recreation services                       | 23.7  | 35.40   | 838.30  |
| Other services                                     | 30.7  | 31.10   | 954.20  |
| All industries                                     | 31.4  | 39.10   | 1 227.30                                      |
| <b>STANDARD ERROR</b>                              |   |   |   |
| Mining   | 0.6   | 1.10  | 43.40   |
| Manufacturing                                      | 0.5   | 0.60  | 30.50   |
| Electricity, gas, water and<br>waste services      | 0.3   | 0.60  | 29.30   |
| Construction                                       | 0.6   | 1.10  | 56.40   |
| Wholesale trade                                    | 0.5   | 0.80  | 40.70   |
| Retail trade                                       | 0.5   | 0.40  | 20.20   |
| Accommodation and food<br>services                 | 0.6   | 0.40  | 21.00   |
| Transport, postal and<br>warehousing               | 0.5   | 0.70  | 35.90   |
| Information media and<br>telecommunications        | 0.4   | 1.20  | 46.90   |
| Finance and insurance<br>services                  | 0.3   | 1.10  | 39.30   |
| Rental, hiring and real<br>estate services         | 0.7   | 0.80  | 36.90   |
| Professional, scientific and<br>technical services | 0.4   | 1.10  | 44.90   |
| Administrative and support<br>services             | 0.5   | 1.10  | 41.30   |
| Public administration and<br>safety                | 0.2   | 0.40  | 17.90   |
| Education and training                             | 0.3   | 0.50  | 18.20   |
| Health care and social<br>assistance               | 0.4   | 0.50  | 18.80   |
| Arts and recreation services                       | 0.9   | 1.10  | 44.20   |
| Other services                                     | 0.7   | 0.60  | 32.20   |
| All industries                                     | 0.1   | 0.20  | 9.30  |

## **Methods of setting pay**

Amongst non-managerial employees, the most common method of setting pay was Collective agreement (40.0%). Non-managerial employees paid by Collective agreement had the highest average hourly total cash earnings (\$42.00), and were paid for an average 31.0 total hours per week. As a result these employees received average weekly total cash earnings of \$1,302.90.

Employees paid by Individual arrangement accounted for 37.5% of non-managerial employees and received the highest average weekly total cash earnings of \$1,410.60. They were paid for the highest average total hours per week (34.4 hours) at an average hourly total cash rate of \$40.90.

Employees paid by Award only had the lowest average hourly total cash earnings (\$29.40), were paid for the lowest average total hours per week (26.8 hours) and received the lowest average weekly total cash earnings (\$787.70). These employees accounted for 22.5% of all non-managerial employees.

**Non-managerial employees, average weekly total hours paid for, average hourly total cash earnings and average weekly total cash earnings - method of setting pay, May 2018 (a)**

|                               | AVERAGE WEEKLY<br>TOTAL HOURS PAID FOR<br>(hours) | AVERAGE HOURLY<br>TOTAL CASH EARNINGS<br>(\$) | AVERAGE WEEKLY<br>TOTAL CASH<br>EARNINGS (\$) |
|-------------------------------|---|---|---|
| <b>ESTIMATE</b>               |   |   |   |
| Award only                    | 26.8  | 29.40   | 787.70  |
| Collective<br>agreement(b)    | 31.0  | 42.00   | 1 302.90                                      |
| Individual<br>arrangement(c)  | 34.4  | 40.90   | 1 410.60                                      |
| All methods of<br>setting pay | 31.4  | 39.10   | 1 227.30                                      |
| <b>STANDARD ERROR</b>         |   |   |   |
| Award only                    | 0.3   | 0.30  | 11.10   |
| Collective<br>agreement(b)    | 0.2   | 0.30  | 15.10   |
| Individual<br>arrangement(c)  | 0.2   | 0.30  | 14.50   |
| All methods of<br>setting pay | 0.1   | 0.20  | 9.30  |

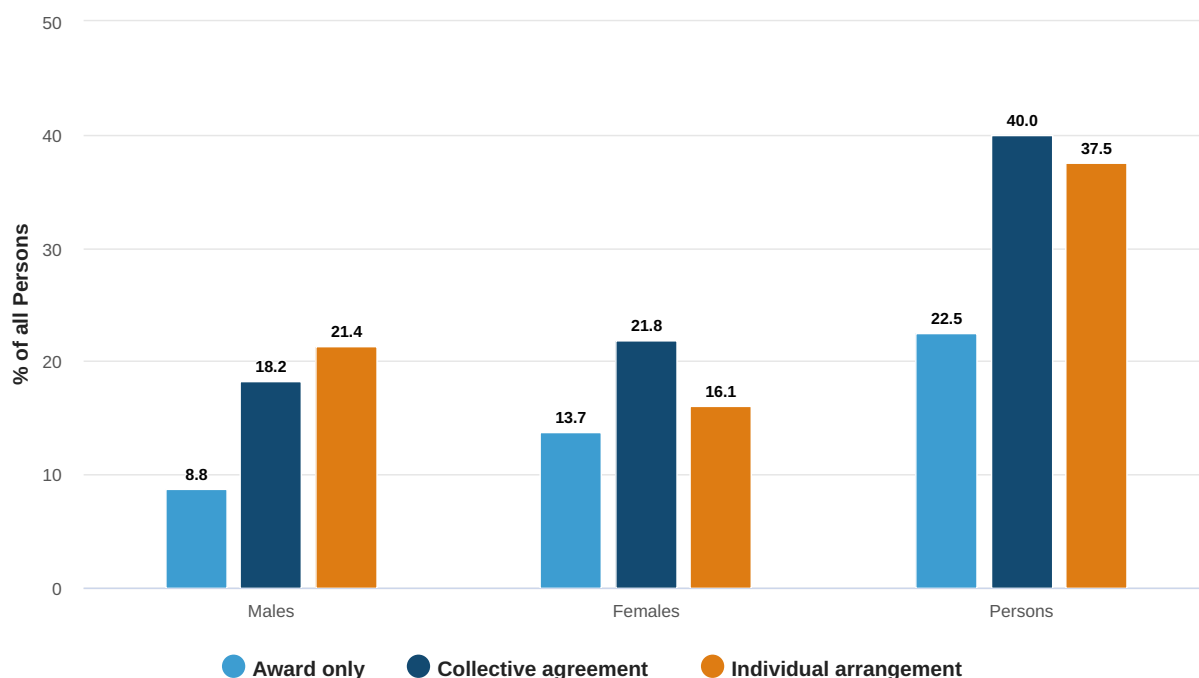
- a. The non-managerial employee population does not include owner managers of incorporated enterprises.
- b. Includes registered and unregistered collective agreements.
- c. Includes registered and unregistered individual arrangements.

For permanent full-time non-managerial employees, the most common method of setting pay was Individual arrangement (48.1%). Most permanent part-time non-managerial employees were paid by Collective agreement (55.4%). For casual non-managerial employees, Award only (45.3%) was the most common method of setting pay.

The highest average hourly total cash earnings received by non-managerial employees were paid to permanent full-time males under a Collective agreement (\$46.40). They were also paid for the highest average weekly total hours (40.3 hours), resulting in the highest average weekly total cash earnings (\$1,873.20).

For non-managerial employees, the most common method of setting pay was Individual arrangement (44.2%) for males, and Collective agreement (42.2%) for females.

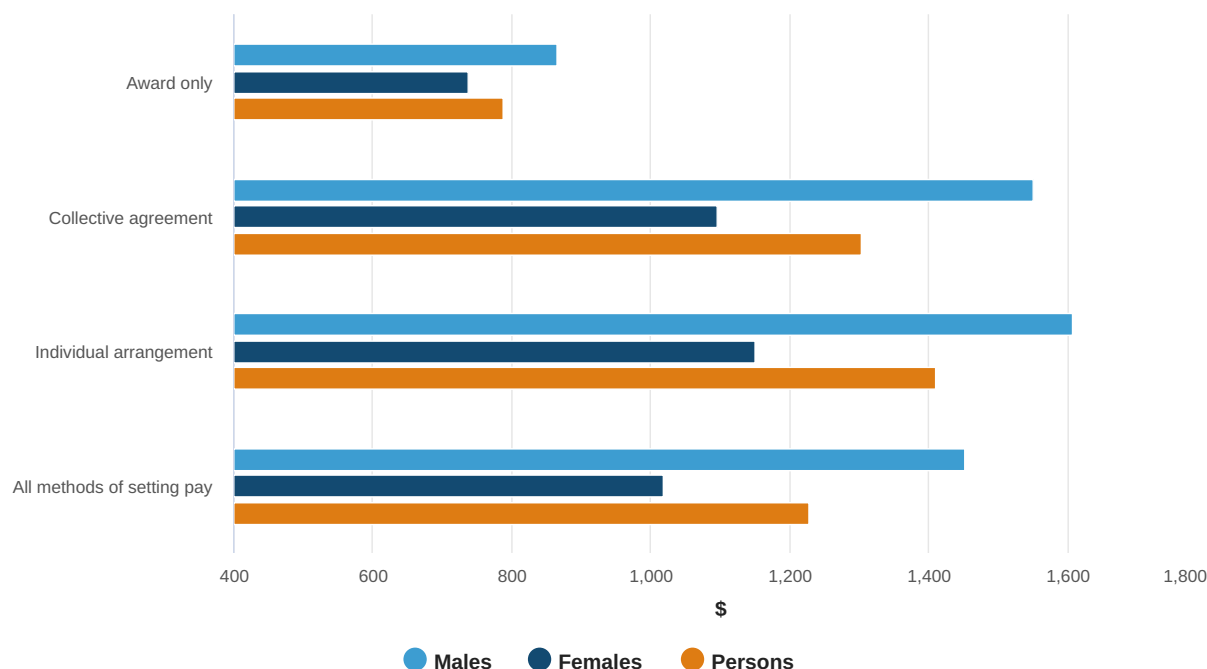
## Methods of setting pay, non-managerial employees, May 2018



For all methods of setting pay, average weekly total cash earnings for non-managerial female employees was \$1,017.80, which was 70.1% of the average received by non-managerial male employees (\$1,451.20).



## Average weekly total cash earnings, method of setting pay, May 2018



## Occupation

For non-managerial employees, a Collective agreement was the most common method of setting pay for the following five occupation groups: Professionals (48.1%), Community and personal service workers (45.6%), Sales workers (42.2%), Machinery operators and drivers (41.7%) and Labourers (37.9%).

Individual arrangement was the most common method of setting pay for Managers (59.3%), Clerical and administrative workers (50.4%) and Technicians and trades workers (48.5%).

Award only was not the most common method of setting pay for any occupation group. The occupation groups with the largest proportion of non-managerial employees paid by Award only were Community and personal service workers (38.6%), Labourers (34.6%) and Sales workers (30.4%).

## Industry

The industry with the highest proportion of non-managerial employees paid by Award only was the Accommodation and food services industry (44.9%). The Public administration and safety (82.7%) and Education and training (79.5%) industries had the highest proportion of non-managerial employees paid by Collective agreement. The Professional, scientific and technical services (85.6%) and Wholesale trade (69.7%) industries had the highest proportions of employees paid by Individual arrangement.

## **States and territories**

Tasmania had the highest proportion of non-managerial employees whose pay was set by Award only (34.7%). The Australian Capital Territory had the highest proportion of non-managerial employees whose pay was set by Collective agreement (59.5%), and Western Australia had the highest proportion of non-managerial employees whose pay was set by Individual arrangement (41.3%).

For non-managerial employees paid by Collective agreement, the highest average weekly total cash earnings was received by employees in the Northern Territory (\$1,615.20) and Australian Capital Territory (\$1,545.00). Australian Capital Territory had the highest average weekly total cash earnings for non-managerial employees paid under Individual arrangement (\$1,689.10).

Non-managerial employees paid by Award only in the Australian Capital Territory had the lowest average weekly total cash earnings (\$551.40) of all states and territories. Of those non-managerial employees paid by Award only, the highest average weekly total cash earnings was received in New South Wales (\$898.00).

## **Sector**

For non-managerial employees, the most common method of setting pay in the private sector was Individual arrangement (46.0%), followed by Collective agreement (29.4%). The average weekly total cash earnings for private sector non-managerial employees paid by Individual arrangement was \$1,404.90 and by Collective agreement was \$1,161.40.

83.1% of employees in the public sector were paid by Collective agreement and earned an average weekly total cash earnings of \$1,506.80.

Non-managerial employees paid by Award only made up 24.6% of all non-managerial employees in the private sector and 14.0% of all non-managerial employees in the public sector. Non-managerial employees paid by Award only received average weekly total cash earnings of \$693.90 in the private sector and \$1,456.90 in the public sector.

## **Employer size**

Of those non-managerial employees paid by Individual arrangement, 37.1% were employed by businesses with under 20 employees. Of all non-managerial employees paid by Award only, 34.2% worked for businesses with under 20 employees. Those non-managerial employees who had their pay set by Collective agreement were mostly employed by businesses with 1,000 and over employees (58.3%).

Non-managerial employees paid by Individual arrangement working for employers with 1,000 and over employees received the highest average weekly total cash earnings (\$2,024.40), and those paid by Award only in businesses with under 20 employees received the lowest (\$601.20).

## **Non-managerial employees paid by award only**

### **Key results by category**

Of the 2,232,900 non-managerial employees paid by Award only, 47.6% were casual, 32.2% were permanent full-time and 20.2% were permanent part-time. The average weekly total cash earnings for these employees was \$787.70.

The average weekly total cash earnings for permanent full-time non-managerial employees paid by Award only was \$1,188.40. They were paid for an average of 38.7 total weekly hours at an average hourly total cash rate of \$30.70.

Permanent part-time non-managerial employees paid by Award only were paid for an average of 23.4 total hours a week at an average hourly total cash rate of \$28.70. These employees received \$671.80 in average weekly total cash earnings.

The average hourly total cash earnings for casual non-managerial employees was \$27.90 and they were paid for an average of 20.2 hours. They received \$565.70 in average weekly total cash earnings.

### **Occupation**

Community and personal service workers made up the largest proportion of all non-managerial employees paid by Award only, followed by Labourers (23.9% and 17.3% respectively). Average weekly total cash earnings was \$671.30 for Community and personal service workers and \$632.70 for Labourers.

### **Non-managerial employees paid by award only, average weekly total cash earnings and number of employees - occupation, May 2018**

|  | AVERAGE WEEKLY TOTAL CASH<br>EARNINGS (\$) | NUMBER OF EMPLOYEES<br>('000) |
|--|--|-------------------------------|
| <b>ESTIMATE</b>                        |  |                               |
| Managers                               | 1 371.00                                   | 28.2                          |
| Professionals                          | 1 507.40                                   | 221.2                         |
| Technicians and trades workers         | 829.90                                     | 269.2                         |
| Community and personal service workers | 671.30                                     | 533.3                         |
| Clerical and administrative workers    | 831.40                                     | 280.7                         |
| Sales workers                          | 535.40                                     | 374.0                         |
| Machinery operators and drivers        | 910.50                                     | 139.3                         |
| Labourers                              | 632.70                                     | 387.0                         |
| All occupations                        | 787.70                                     | 2 232.9                       |
| <b>STANDARD ERROR</b>                  |  |                               |
| Managers                               | 60.70                                      | 5.7                           |
| Professionals                          | 46.40                                      | 16.9                          |
| Technicians and trades workers         | 27.60                                      | 19.3                          |
| Community and personal service workers | 19.50                                      | 33.6                          |
| Clerical and administrative workers    | 21.70                                      | 17.5                          |
| Sales workers                          | 14.60                                      | 26.6                          |
| Machinery operators and drivers        | 36.70                                      | 23.4                          |
| Labourers                              | 20.50                                      | 25.4                          |
| All occupations                        | 11.10                                      | 75.0                          |

## Industry

Employees in the Health care and social assistance industry made up the largest proportion of all non-managerial employees paid by Award only, followed by the Accommodation and food services industry (20.3% and 15.5% respectively). Average weekly total cash earnings was \$1,050.30 for employees in the Health care and social assistance industry and \$553.40 for employees in the Accommodation and food services industry.

**Non-managerial employees paid by award only, average weekly total cash earnings and number of employees - industry, May 2018**

|   | AVERAGE WEEKLY TOTAL CASH<br>EARNINGS (\$) | NUMBER OF EMPLOYEES<br>('000) |
|---|--|-------------------------------|
| <b>ESTIMATE</b>                                 |  |                               |
| Mining  | 1 203.00                                   | *1.4                          |
| Manufacturing                                   | 735.70                                     | 137.3                         |
| Electricity, gas, water and waste services      | 878.50                                     | *3.9                          |
| Construction                                    | 834.30                                     | 110.5                         |
| Wholesale trade                                 | 725.50                                     | 68.0                          |
| Retail trade                                    | 590.00                                     | 320.2                         |
| Accommodation and food services                 | 553.40                                     | 347.0                         |
| Transport, postal and warehousing               | 994.60                                     | 50.1                          |
| Information media and telecommunications        | 859.80                                     | 9.8                           |
| Finance and insurance services                  | 807.50                                     | 19.1                          |
| Rental, hiring and real estate services         | 695.40                                     | 54.1                          |
| Professional, scientific and technical services | 801.20                                     | 57.5                          |
| Administrative and support services             | 769.50                                     | 258.1                         |
| Public administration and safety                | 1 420.80                                   | 78.7                          |
| Education and training                          | 702.30                                     | 100.1                         |
| Health care and social assistance               | 1 050.30                                   | 452.5                         |
| Arts and recreation services                    | 426.30                                     | 35.9                          |
| Other services                                  | 789.40                                     | 128.5                         |
| All industries                                  | 787.70                                     | 2 232.9                       |
| <b>STANDARD ERROR</b>                           |  |                               |
| Mining  | 121.50                                     | 0.7                           |
| Manufacturing                                   | 52.40                                      | 16.1                          |
| Electricity, gas, water and waste services      | 101.70                                     | 1.5                           |
| Construction                                    | 51.90                                      | 15.5                          |
| Wholesale trade                                 | 36.90                                      | 11.6                          |
| Retail trade                                    | 21.10                                      | 24.7                          |
| Accommodation and food services                 | 22.80                                      | 34.9                          |
| Transport, postal and warehousing               | 75.90                                      | 10.7                          |
| Information media and telecommunications        | 58.90                                      | 1.5                           |
| Finance and insurance services                  | 124.10                                     | 4.0                           |
| Rental, hiring and real estate services         | 33.90                                      | 7.2                           |
| Professional, scientific and technical services | 65.10                                      | 9.6                           |
| Administrative and support services             | 36.70                                      | 26.0                          |
| Public administration and safety                | 42.80                                      | 5.4                           |
| Education and training                          | 34.40                                      | 11.3                          |
| Health care and social assistance               | 32.40                                      | 34.4                          |
| Arts and recreation services                    | 51.10                                      | 5.6                           |
| Other services                                  | 46.20                                      | 14.6                          |
| All industries                                  | 11.10                                      | 75.0                          |

\* estimate has a relative standard error of 25% to 50% and should be used with caution

## States and territories

New South Wales had the largest number of non-managerial employees paid by Award only (904,000 employees). This represented 28.5% of all non-managerial employees in New South Wales. These employees received average weekly total cash earnings of \$898.00.

Non-managerial employees paid by Award only comprised 34.7% of all non-managerial employees in Tasmania, making this the state or territory with the largest proportion of non-managerial employees paid by Award only. These employees received \$845.60 in average weekly total cash earnings.

Non-managerial employees paid by Award only in the Australian Capital Territory received the lowest average weekly total cash earnings (\$551.40). These employees accounted for 14.0% of all non-managerial employees in the Australian Capital Territory, the smallest proportion of all non-managerial employees paid by Award only of any state or territory.

### **Non-managerial employees paid by award only and all non-managerial employees, average weekly total cash earnings and number of employees - states and territories, May 2018**

|                              | <b>NON-MANAGERIAL<br/>EMPLOYEES PAID BY<br/>AWARD ONLY</b> | <b>NON-MANAGERIAL<br/>EMPLOYEES PAID BY<br/>AWARD ONLY</b> | <b>ALL NON-<br/>MANAGERIAL<br/>EMPLOYEES</b> |
|------------------------------|--|--|--|
|                              | <b>AVERAGE WEEKLY TOTAL<br/>CASH EARNINGS (\$)</b>         | <b>NUMBER OF EMPLOYEES<br/>('000)</b>                      | <b>NUMBER OF<br/>EMPLOYEES ('000)</b>        |
| <b>ESTIMATE</b>              |  |  |  |
| New South Wales              | 898.00   | 904.0  | 3 168.4                                      |
| Victoria                     | 700.20   | 462.9  | 2 609.3                                      |
| Queensland                   | 724.60   | 426.7  | 1 905.0                                      |
| South Australia              | 744.90   | 165.0  | 652.2  |
| Western Australia            | 650.80   | 162.1  | 1 083.2                                      |
| Tasmania                     | 845.60   | 66.7   | 192.4  |
| Northern Territory           | 770.30   | 17.6   | 107.0  |
| Australian Capital Territory | 551.40   | 27.8   | 199.1  |
| Australia                    | 787.70   | 2 232.9  | 9 916.5                                      |
| <b>STANDARD ERROR</b>        |  |  |  |
| New South Wales              | 18.70  | 42.0   | 62.1   |
| Victoria                     | 25.90  | 41.0   | 71.7   |
| Queensland                   | 22.00  | 34.1   | 46.8   |
| South Australia              | 56.90  | 16.6   | 27.7   |
| Western Australia            | 43.40  | 15.8   | 31.4   |
| Tasmania                     | 28.00  | 3.8  | 5.4  |
| Northern Territory           | 44.20  | 2.5  | 3.3  |
| Australian Capital Territory | 31.30  | 4.2  | 9.4  |
| Australia                    | 11.10  | 75.0   | 122.3  |

## **Sector**

Non-managerial employees paid by Award only made up 24.6% of all non-managerial employees in the private sector compared to 14.0% of all non-managerial employees in the public sector.

### Non-managerial employees paid by award only and all non-managerial employees, average weekly total cash earnings and number of employees - sector, May 2018

|                       | NON-MANAGERIAL<br>EMPLOYEES PAID BY<br>AWARD ONLY | NON-MANAGERIAL<br>EMPLOYEES PAID BY<br>AWARD ONLY | ALL NON-<br>MANAGERIAL<br>EMPLOYEES |
|-----------------------|---|---|-------------------------------------|
|                       | AVERAGE WEEKLY TOTAL<br>CASH EARNINGS (\$)        | NUMBER OF EMPLOYEES<br>('000)                     | NUMBER OF<br>EMPLOYEES ('000)       |
| <b>ESTIMATE</b>       |   |   |                                     |
| Private sector        | 693.90  | 1 958.5   | 7 962.3                             |
| Public sector         | 1 456.90  | 274.4   | 1 954.2                             |
| All sectors           | 787.70  | 2 232.9   | 9 916.5                             |
| <b>STANDARD ERROR</b> |   |   |                                     |
| Private sector        | 12.20   | 74.8  | 119.6                               |
| Public sector         | 21.30   | 7.0   | 22.2                                |
| All sectors           | 11.10   | 75.0  | 122.3                               |

### Full-time non-managerial employees paid at the adult rate

Analysis of estimates for full-time non-managerial employees paid at the adult rate provides an opportunity to compare earnings and hours paid for by classifications of interest such as sex, method of setting pay, occupation, industry and sector without compositional elements such as the proportion of part-time employees, or employees paid at junior, apprentice or trainee or disability rates. For example, an industry with a large proportion of part-time employees and employees paid at the junior rate will have lower average earnings for all employees than an industry with a small proportion of part-time employees and employees paid at the junior rate.

### Key results by category

In May 2018, there were 5,568,700 full-time non-managerial employees paid at the adult rate of whom 60.2% were male and 39.8% were female. The majority of these employees (94.2%) were employed on a permanent or fixed term basis. Of all full-time non-managerial employees paid at the adult rate, 5.8% were casual.

Average weekly total cash earnings was \$1,665.60 for full-time non-managerial employees paid at the adult rate (\$1,788.00 for male employees and \$1,480.70 for female employees). For these employees, average weekly total hours paid for was 39.4 hours (40.3 hours for males and 38.1 hours for females). Average hourly total cash earnings was \$42.20 for all full-time non-managerial employees paid at the adult rate (\$44.30 for male employees and \$38.90 for female employees).

## **Occupation**

Among full-time non-managerial employees paid at the adult rate, Machinery operators and drivers had the highest average weekly total hours paid for (43.4 hours). Professionals had the lowest average weekly total hours paid for (38.0 hours). Managers had the highest average hourly total cash earnings (\$61.10) and Sales workers and Labourers had the lowest (\$31.80 and \$32.00 respectively).

## **Industry**

Average weekly total hours paid for was highest in the Mining industry (43.9 hours) and lowest in the Education and training industry (36.8 hours) for full-time non-managerial employees paid at the adult rate. The Mining industry also had the highest average hourly total cash earnings of \$61.10. Full-time non-managerial employees paid at the adult rate in the Accommodation and food services industry had the lowest average hourly total cash earnings of \$29.10.

The Professional, scientific and technical services industry employed the highest proportion of all full-time non-managerial employees paid at the adult rate (9.8%), followed by the Public administration and safety industry (9.7%).

## **Sector**

For full-time non-managerial employees paid at the adult rate, average weekly total hours paid for was higher in the private sector (39.9 hours) than in the public sector (37.8 hours). In contrast, average hourly total cash earnings was higher in the public sector (\$48.50) than the private sector (\$40.60). Of all full-time non-managerial employees paid at the adult rate, 77.8% were employed in the private sector and 22.2% in the public sector.

## **Methods of setting pay**

The most common method of setting pay for full-time non-managerial employees paid at the adult rate was an Individual arrangement (48.5%). The average weekly total cash earnings for these employees was \$1,689.20. They were paid for the most total hours per week (39.6) at an average hourly total cash earnings rate of \$42.70.



The next most common method of setting pay for full-time non-managerial employees paid at the adult rate was Collective agreement (38.4%). These employees had the highest average hourly total cash earnings (\$44.90) and, on average, they were paid for a total of 39.4 hours a week. The average weekly total cash earnings for this group of employees was \$1,770.50.

The least common method of setting pay for full-time non-managerial employees paid at the adult rate was Award only (13.1%). These employees, paid for an average of 39.0 weekly total hours, received the lowest average total cash earnings per week (\$1,272.10) and per hour (\$32.60).

## **Distribution of earnings**

### **Weekly total cash earnings, method of setting pay**

Median weekly total cash earnings for full-time non-managerial employees paid at the adult rate was \$1,460.00. The lowest paid 25% of these employees received \$1,116.00 or less in weekly total cash earnings. The next 50% (or inter quartile range) of full-time non-managerial employees paid at the adult rate received weekly total cash earnings between \$1,116.00 and \$2,000.00.

One in 10 full-time non-managerial employees paid at the adult rate received weekly total cash earnings of \$928.00 or less, while one in 10 received weekly total cash earnings of \$2,596.00 or more.

Median weekly total cash earnings for full-time non-managerial employees paid at the adult rate was highest for those paid by Collective agreement (\$1,644.00) followed by Individual arrangement (\$1,442.00). Award only employees received the lowest median weekly cash earnings (\$1,100.00).

The inter quartile ranges for full-time non-managerial employees paid at the adult rate were: between \$1,241.00 and \$2,100.00 for those paid by Collective agreement; between \$1,130.00 and \$2,001.00 for those paid by Individual arrangement; and between \$912.00 and \$1,432.00 for those employees paid by Award only.

### **Full-time non-managerial employees paid at the adult rate, distribution of weekly total cash earnings - method of setting pay, May 2018**

|   | Award<br>only | Collective<br>agreement(a) | Individual<br>arrangement(b) | All methods of<br>setting pay |
|---|---------------|----------------------------|------------------------------|-------------------------------|
| <b>ESTIMATE</b>                               |               |                            |                              |                               |
| <b>WEEKLY TOTAL CASH<br/>EARNINGS (\$)(c)</b> |               |                            |                              |                               |
| Deciles and quartiles                         |               |                            |                              |                               |
| 10th Percentile                               | 800.00        | 996.00                     | 952.00                       | 928.00                        |
| 20th Percentile                               | 881.00        | 1 161.00                   | 1 062.00                     | 1 055.00                      |
| 25th Percentile (1st<br>quartile)             | 912.00        | 1 241.00                   | 1 130.00                     | 1 116.00                      |
| 30th Percentile                               | 948.00        | 1 314.00                   | 1 181.00                     | 1 177.00                      |
| 40th Percentile                               | 1 011.00      | 1 474.00                   | 1 300.00                     | 1 312.00                      |
| 50th Percentile<br>(median) (2nd<br>quartile) | 1 100.00      | 1 644.00                   | 1 442.00                     | 1 460.00                      |
| 60th Percentile                               | 1 211.00      | 1 826.00                   | 1 607.00                     | 1 643.00                      |
| 70th Percentile                               | 1 357.00      | 2 004.00                   | 1 852.00                     | 1 881.00                      |
| 75th Percentile (3rd<br>quartile)             | 1 432.00      | 2 100.00                   | 2 001.00                     | 2 000.00                      |
| 80th Percentile                               | 1 584.00      | 2 206.00                   | 2 197.00                     | 2 133.00                      |
| 90th Percentile                               | 1 968.00      | 2 620.00                   | 2 736.00                     | 2 596.00                      |
| Average weekly total<br>cash earnings         | 1 272.10      | 1 770.50                   | 1 689.20                     | 1 665.60                      |
| <b>STANDARD ERROR</b>                         |               |                            |                              |                               |
| <b>WEEKLY TOTAL CASH<br/>EARNINGS (\$)</b>    |               |                            |                              |                               |
| Deciles and quartiles                         |               |                            |                              |                               |
| 10th Percentile                               | 7.40          | 9.20                       | 7.60                         | 6.50                          |
| 20th Percentile                               | 7.60          | 10.70                      | 6.40                         | 3.90                          |
| 25th Percentile (1st<br>quartile)             | 8.50          | 12.20                      | 10.10                        | 6.90                          |
| 30th Percentile                               | 9.20          | 11.50                      | 13.40                        | 8.00                          |
| 40th Percentile                               | 15.30         | 17.20                      | 12.90                        | 7.00                          |
| 50th Percentile<br>(median) (2nd<br>quartile) | 19.40         | 17.50                      | 13.00                        | 11.20                         |
| 60th Percentile                               | 28.00         | 18.40                      | 18.40                        | 11.90                         |
| 70th Percentile                               | 20.20         | 20.50                      | 25.50                        | 13.20                         |
| 75th Percentile (3rd<br>quartile)             | 28.20         | 14.40                      | 23.00                        | 13.40                         |
| 80th Percentile                               | 36.90         | 17.20                      | 25.80                        | 11.80                         |
| 90th Percentile                               | 36.20         | 39.40                      | 43.20                        | 24.90                         |
| Average weekly total<br>cash earnings         | 17.40         | 16.00                      | 14.60                        | 9.50                          |

- a. Includes registered and unregistered collective agreements.
- b. Includes registered and unregistered individual arrangements.
- c. Percentiles are based on whole dollars only.

## **Weekly total cash earnings, occupation by sex**

For all full-time non-managerial employees paid at the adult rate, the occupation groups with the highest median weekly total cash earnings were Managers (\$2,170.00) and Professionals (\$1,902.00). Ten percent of Managers received weekly total cash earnings of \$3,515.00 or more, and the highest paid 10% of Professionals received \$2,986.00 or more.

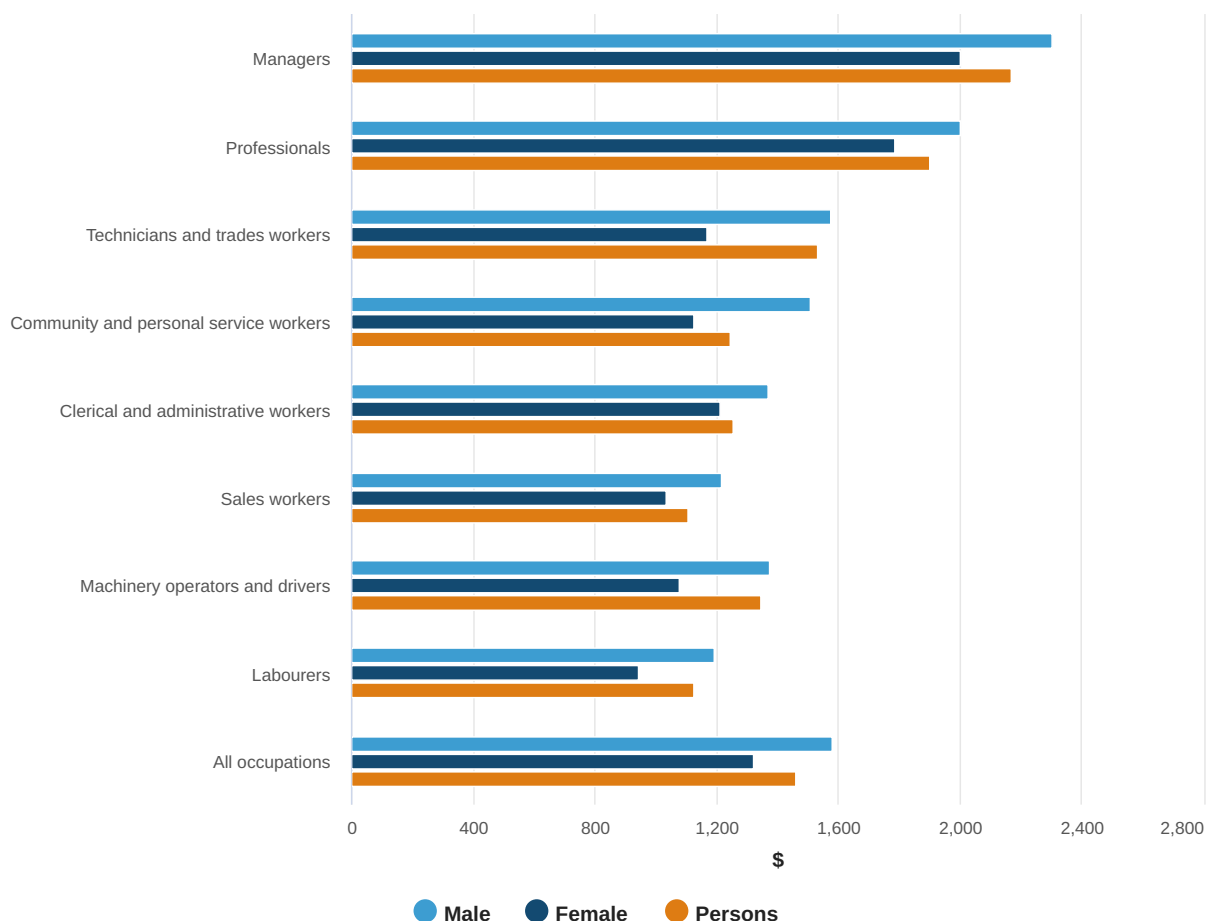
The occupation groups with the lowest median weekly total cash earnings for full-time non-managerial employees paid at the adult rate were Sales workers (\$1,104.00) and Labourers (\$1,126.00).

Median weekly total cash earnings for full-time non-managerial employees paid at the adult rate was higher for males (\$1,580.00) than females (\$1,320.00). The lowest paid 10% of males received weekly total cash earnings of \$974.00 or less compared to \$882.00 or less for females. The highest paid 10% of male full-time non-managerial employees paid at the adult rate received weekly total cash earnings of \$2,828.00 or more compared to \$2,213.00 or more for their female counterparts.

Median weekly total cash earnings was highest for Managers for both males (\$2,304.00) and females (\$2,000.00).

Both male and female median weekly total cash earnings was lowest for Labourers (males \$1,192.00, females \$945.00) and Sales workers (males \$1,216.00, females \$1,034.00). The difference between median weekly total cash earnings for male and female full-time non-managerial employees paid at the adult rate was smallest for Clerical and administrative workers (\$158.00) and greatest for Technicians and trades workers (\$410.00).

## Median weekly total cash earnings, full-time non-managerial employees, adult rate of pay - occupation by sex, May 2018

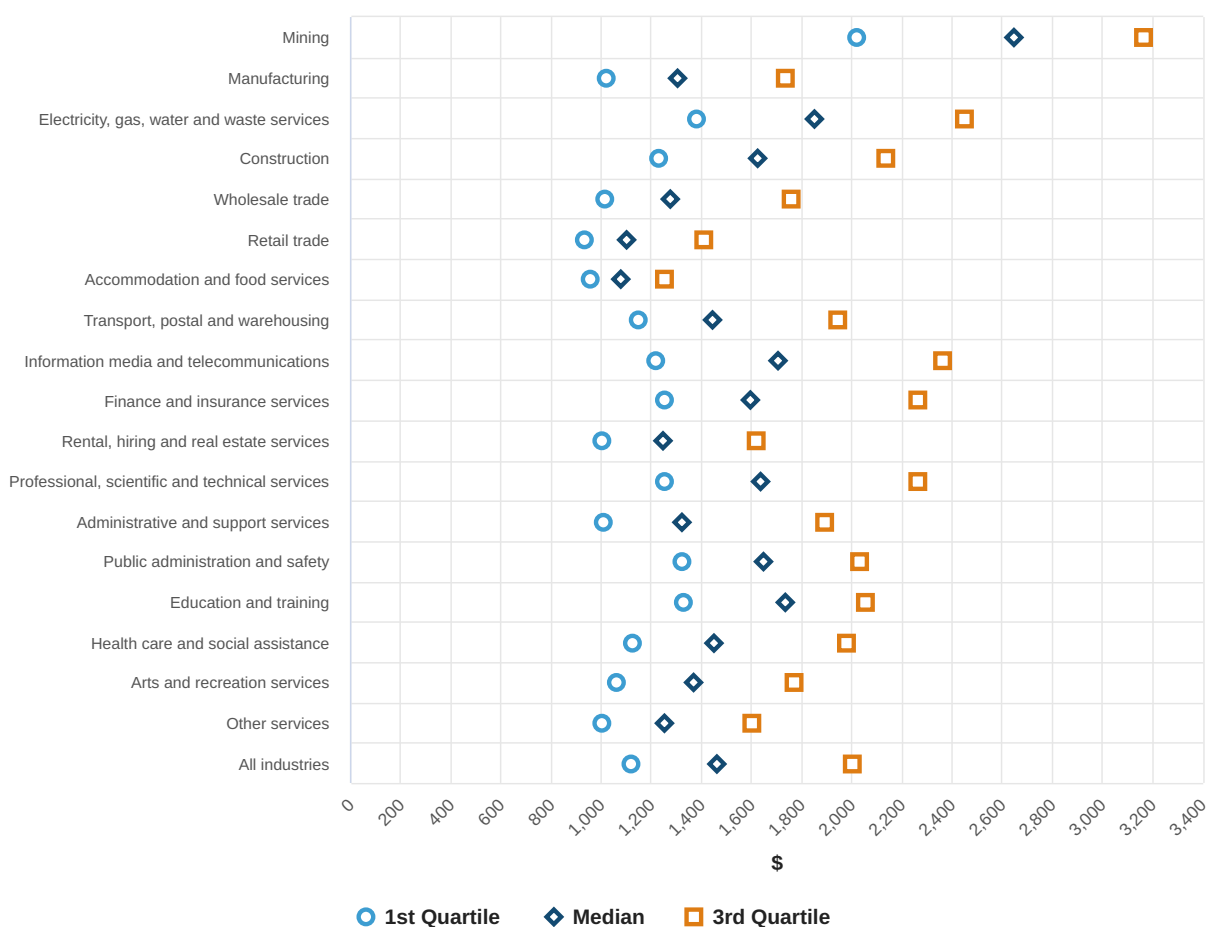


## Weekly total cash earnings, industry

Median weekly total cash earnings for all full-time non-managerial employees paid at the adult rate was highest for those employees in the Mining industry (\$2,645.00), which was \$796.00 higher than for the next highest industry, Electricity, gas, water and waste services (\$1,849.00). One in four full-time non-managerial employees in the Mining industry received weekly total cash earnings of \$3,160.00 or more.

In contrast, industries with the lowest median weekly total cash earnings for all full-time non-managerial employees paid at the adult rate were Accommodation and food services (\$1,074.00) and Retail trade (\$1,099.00).

## Distribution of weekly total cash earnings, full-time non-managerial employees, adult rate of pay - industry, May 2018



## Weekly total cash earnings, sector

Median weekly total cash earnings was higher for full-time non-managerial employees paid at the adult rate in the public sector (\$1,728.00) than the private sector (\$1,380.00). In

contrast, earnings for the highest paid 10% were higher in the private sector (\$2,618.00) than the public sector (\$2,514.00).

**Full-time non-managerial employees paid at the adult rate, distribution of weekly total cash earnings - sector, May 2018**

|   | Private sector | Public sector | All sectors |
|---|----------------|---------------|-------------|
| <b>ESTIMATE</b>                         |                |               |             |
| <b>WEEKLY TOTAL CASH EARNINGS \$(a)</b> |                |               |             |
| Deciles and quartiles                   |                |               |             |
| 10th Percentile                         | 899.00         | 1 140.00      | 928.00      |
| 20th Percentile                         | 1 010.00       | 1 301.00      | 1 055.00    |
| 25th Percentile (1st quartile)          | 1 058.00       | 1 365.00      | 1 116.00    |
| 30th Percentile                         | 1 121.00       | 1 438.00      | 1 177.00    |
| 40th Percentile                         | 1 246.00       | 1 578.00      | 1 312.00    |
| 50th Percentile (median) (2nd quartile) | 1 380.00       | 1 728.00      | 1 460.00    |
| 60th Percentile                         | 1 547.00       | 1 882.00      | 1 643.00    |
| 70th Percentile                         | 1 800.00       | 2 034.00      | 1 881.00    |
| 75th Percentile (3rd quartile)          | 1 932.00       | 2 114.00      | 2 000.00    |
| 80th Percentile                         | 2 107.00       | 2 212.00      | 2 133.00    |
| 90th Percentile                         | 2 618.00       | 2 514.00      | 2 596.00    |
| Average weekly total cash earnings      | 1 618.50       | 1 830.50      | 1 665.60    |
| <b>STANDARD ERROR</b>                   |                |               |             |
| <b>WEEKLY TOTAL CASH EARNINGS (\$)</b>  |                |               |             |
| Deciles and quartiles                   |                |               |             |
| 10th Percentile                         | 4.30           | 12.00         | 6.50        |
| 20th Percentile                         | 7.00           | 9.10          | 3.90        |
| 25th Percentile (1st quartile)          | 4.60           | 9.60          | 6.90        |
| 30th Percentile                         | 7.90           | 10.80         | 8.00        |
| 40th Percentile                         | 8.40           | 12.60         | 7.00        |
| 50th Percentile (median) (2nd quartile) | 12.30          | 10.70         | 11.20       |
| 60th Percentile                         | 12.90          | 10.40         | 11.90       |
| 70th Percentile                         | 22.00          | 13.80         | 13.20       |
| 75th Percentile (3rd quartile)          | 17.20          | 11.10         | 13.40       |
| 80th Percentile                         | 16.50          | 11.00         | 11.80       |
| 90th Percentile                         | 33.40          | 25.30         | 24.90       |
| Average weekly total cash earnings      | 12.00          | 12.30         | 9.50        |

a. Percentiles are based on whole dollars only.

## Data downloads

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## Data cube 1. All employees

Number of employees, average weekly total cash earnings, average age - rate of pay and age category: by employment status by sex, type of employee by sex, occupation, industry, states and territories, sector and employer size

[↓ Download XLS](#)

[264 KB]

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## Data cube 2. All employees

Number of employees, average weekly total cash earnings, average age - method of setting pay: by employment status by sex, type of employee by sex, occupation, industry, states and territories, sector and employer size

[↓ Download XLS](#)

[87.5 KB]

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## Data cube 3. All employees

Distribution, deciles and quartiles of weekly total cash earnings - age category, method of setting pay, employment status, type of employee, occupation by sex, industry and sector

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[248 KB]

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## Data cube 4. Non-managerial employees

Number of employees, average weekly total cash earnings, average weekly total hours paid for, average hourly total cash earnings - rate of pay and age category: by employment status by sex, type of employee and status by sex, occupation, industry, states and territories, sector and employer size

[↓ Download XLS](#)

[451 KB]

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## Data cube 5. Non-managerial employees

Number of employees, average weekly total cash earnings, average weekly total hours paid for, average hourly total cash earnings - method of setting pay: by employment status by sex, type of employee and status by sex, occupation, industry, states and territories, sector and employer size

[↓ Download XLS](#)

[93 KB]

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## Data cube 6. Full-time non-managerial employees paid at the adult rate

Number of employees, average weekly total cash earnings, average weekly total hours paid for, average hourly total cash earnings - age category: by type of employee by sex, occupation, industry, states and territories, sector and employer size

[↓ Download XLS](#)

[346 KB]

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## Data cube 7. Full-time non-managerial employees paid at the adult rate

Number of employees, average weekly total cash earnings, average weekly total hours paid for, average



hourly total cash earnings - method of setting pay: by type of employee by sex, occupation, industry, states and territories, sector and employer size

[↓ Download XLS](#)  
[85.5 KB]

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### Data cube 8. Full-time non-managerial employees paid at the adult rate

Distribution, deciles and quartiles of weekly total cash earnings - age category, method of setting pay, type of employee, occupation by sex, industry and sector

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### Data cube 9. All employees

Number of employees, average weekly total cash earnings - method of setting pay: by age category

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[41 KB]

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### Data cube 10. All employees

Number of employees, average weekly total cash earnings - rate of pay: by age category

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### Data cube 11. All employees

Average weekly total cash earnings, average age - sex: by detailed occupation (ANZSCO 4 digit)

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[345 KB]

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### Data cube 12. All employees

Average weekly total cash earnings, average age - method of setting pay: by detailed occupation (ANZSCO 4 digit)

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### Data cube 13. Full-time non-managerial employees paid at the adult rate

Average weekly ordinary time and total cash earnings, average weekly ordinary time and total hours paid for, average hourly ordinary time and total cash earnings - sex: by detailed occupation (ANZSCO 3 digit)

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[138.5 KB]

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### Data cube 14. Full-time non-managerial employees paid at the adult rate

Average weekly ordinary time and total cash earnings, average weekly ordinary time and total hours paid for, average hourly ordinary time and total cash earnings - method of setting pay: by detailed occupation (ANZSCO 3 digit)

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[210 KB]

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## Data cube 15. Full-time non-managerial employees paid at the adult rate

Average weekly ordinary time and total cash earnings, average weekly ordinary time and total hours paid for, average hourly ordinary time and total cash earnings - sex: by industry sub-division (ANZSIC 2 digit)

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## All data cubes

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[765.03 KB]

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## History of changes

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### Show all

13/02/2019 - The 2018 feature article A Guide to Understanding Employee Earnings and Hours Statistics has been updated to include an additional Table 3 in Appendix 1 to provide 2016 indicative comparable estimates for average hourly total cash earnings for non-managerial employees in Australia.

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## Previous catalogue number

This release previously used catalogue number 6306.0.

## Methodology

[Employee Earnings and Hours, Australia methodology, May 2018](#)